

GRI Content Index

General Standard Disclosures



This is the City of Beaverton's first Global Reporting Initiative (GRI) sustainability report. The report fulfills the requirements of the GRI v4 'In Accordance' - Core criteria. The information provided in this report is from the Fiscal Year (FY) 2013. In the following Content Index (CI), the information listed is cross-referenced from the city's first sustainability report, Sustainable Beaverton Strategy

(October 2012). Additionally, some information is not located in the sustainability report, therefore a direct answer or explanation for exclusion or information is provided. For more information about GRI and the reporting process, visit the Global Reporting Initiative website at www.globalreporting.org.

General Standard Disclosures		Level of Reporting	Cross-Reference/Direct Answer/Explanation
STRATEGY AND ANALYSIS			
G4-1	Statement from most senior decision-maker of the organization.	Full	A Letter from the Mayor, first page of report (SBS)
ORGANIZATIONAL PROFILE			
G4-3	Name of the organization.	Full	Early Actions Supporting Sustainability, p. 3
G4-4	Primary brands, products, and/or services.	Full	Beaverton's Profile & Future Growth, p. 4 City of Beaverton Website: www.beavertonoregon.gov
G4-5	Location of the organization's headquarters.	Full	Beaverton's Profile & Future Growth, p. 4
G4-6	Number of countries where the organization operates.	Full	Beaverton's Profile & Future Growth, p. 4
G4-7	Nature of ownership and legal form.	Full	Beaverton's Profile & Future Growth, p. 4
G4-8	Markets served, including geographic breakdown, sectors served, and types of customers and beneficiaries.	Full	Beaverton's Profile & Future Growth, p. 4
G4-9	Scale of the organization, including number of employees, operations, net sales, and services provided.	Full	Early Actions Supporting Sustainability, p. 3 Total number of employees (FY 2013): 517.01 Net revenue for city (FY 2013): \$391,567,247 Comprehensive Annual Financial Report for the Year Ending June 2013: http://www.beavertonoregon.gov/index.aspx?NID=1346 Total number of operations and quantity of services provided: http://www.beavertonoregon.gov/index.aspx?NID=35
G4-10	Total number of employees, including breakout of contract type, gender, and seasonal variations.	Full	Total number of full-time employees (Average from FY 2013): 622; 350 male, 272 female Total number of part-time, temporary, seasonal employees (Average from FY 2013): 53 part-time, 95 temp, 7 seasonal The city staffing remains fairly consistent throughout the year, except for the seasonal employees - the majority of seasonal workers fluctuates between April - October of the FY.
G4-11	Percentage of total employees covered by collective bargaining agreements.	Full	Total employees covered by the collective bargaining agreement, i.e. union (Average from FY 2013): 64%
G4-12	Describe the organization's supply chain.	Full	Beaverton's Organizational Chart, Figure 2, p. 5 Based on a GHG inventory completed, the city's supply chain with respect to emissions is generally broken out as the following: - Construction & Maintenance (construction materials, maintenance and landscaping supplies)- 76% - Equipment and Furniture (computers, electronics, equipment, furniture and vehicles)- 9% - Goods & Materials (apparel, chemicals, library materials, office supplies, printing, paper)- 5% - Professional Services (community improvements, grants, training and staff development)- 10%
G4-13	Significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	n/a	First report, however for all future reports this information will need to be included.

General Standard Disclosures		Level of Reporting	Cross-Reference/Direct Answer/Explanation
ORGANIZATIONAL PROFILE (cont'd)			
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	Full	The City of Beaverton has adopted The Natural Step as a guiding framework on defining sustainability throughout the organization. This is being utilized through large capital projects and planning decisions and serves as a lens through which city council can answer the question 'Is this project taking a sustainable approach?' The city also utilizes precautionary principles in its capital improvement plan through integrating sustainability criteria and its comprehensive plan which guides physical development over the next 20 years. The city has impressive public participation through its city visioning process, Creekside District Master Plan process, boards and commission, citizen involvement committee, neighborhood program, diversity advisory board, and is always looking for additional opportunities for stakeholder engagement.
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	Full	As a local government, the city is required to comply with all Federal, regional and state requirements.
G4-16	Memberships of associations (such as industry associations) and national or international advocacy organizations in which the organization: holds a position on the governance body, participates in projects or committees, provides substantive funding beyond routine membership dues, or views membership as strategic.	Full	Boards, Commissions and Special Committees: http://www.beavertonoregon.gov/Index.aspx?NID=252 Additionally, the Sustainability Division is actively involved in a number of organizations, some of which are viewed as strategic memberships: Partners for a Sustainable Washington Community Committee, ICLEI Local Government for Sustainability, Urban Sustainability Directors Network, Solar Oregon, EPA Green Power Communities (strategic membership), Department of Energy Better Buildings Challenge (strategic membership), National League of Cities and International City/County Management Association.
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES			
G4-17	Entities included in the organization's consolidated financial statements or equivalent documents.	Full	Beaverton's Organizational Chart, Figure 2, p. 5 Comprehensive Annual Financial Report for the Year Ending June 2013: http://www.beavertonoregon.gov/index.aspx?NID=1346
G4-18	Explain the process for defining the report content, aspect boundaries, and how the organization has implemented the reporting principles for defining report content.	Full	The city has identified a clear and cohesive process for defining the sustainability report content and identifying the boundary of the city's influence - including the assumptions, methodologies and decisions taken. This is a crucial step to fulfill this section "General Standard Disclosures - Identified Material Aspects & Boundaries", which will enable the city to explain its chosen approach. The approach for defining material aspects consisted of hiring an sustainability consultant to review the relevant city documents, including: <ul style="list-style-type: none"> - Beaverton Community Vision - Comprehensive Plan - Civic Plan - Transportation system Plan - The Mayor's Vision and 10-point Plan - Beaverton's HUD Grant Application for a Creekside master plan - City of Beaverton's Strategic Plan - U.S. Mayor's Climate Protection Agreement - Regulations (Federal, State, local) From this review and analysis came a set of themes - these were items that appeared consistently throughout the documents. From the themes, the sustainability division further broke down into a set of focus areas that the will be focused on for the coming years. These seven focus areas (GHG emissions, energy, water, waste, built environment, urban nature and healthy community) are key areas within the city, both internally and city-wide, that were identified to have major impacts on the environment, community, and economic aspects. Once the focus areas were identified, the city developed a set of goals within each focus areas. These were developed through a series of conversations and meetings with city staff across all departments, including Division Heads, managers and other city staff. From conversations, a list of action items, metrics, time-frame, and budget was developed. The tracking and monitoring of the goals will be dependent on the chosen metric, which was a collaborative effort with city stakeholders (staff). Additionally, four city-wide sustainability forums were held and open to the community at large to gather feedback and input into the city-wide sustainability topics.

General Standard Disclosures		Level of Reporting	Cross-Reference/Direct Answer/Explanation
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES (cont'd)			
G4-19	Material Aspects identified for the organization.	Full	Indirect Economic Impacts Materials Energy Water Biodiversity Emissions Local Communities
G4-20	For each Material Aspect, report whether the Aspect is material within the organization and any specific limitations regarding the Aspect Boundary within the organization.	Full	Indirect Economic Impacts - Material aspect is relevant within the city limits. The EC8 indicator has been identified as a more significant indicator for reporting - reporting on both the positive and negative significant indirect economic impacts from the city's actions on the community. (External Boundary) Materials - Material aspect is relevant within the city. Only the EN1 indicator has been reported on for the internal operations of the city. The EN2 indicator has not been identified as a top priority indicator for the city at this time. (Internal Boundary) Energy - Material aspect is relevant within the city. All indicators, with the exception of EN7, have been reported on for the internal operations of the city. EN7 is not relevant to the city. (Internal Boundary) Water - Material aspect is relevant within the city limits. Only one indicator, EN8, has been reported on for the internal operations of the city. The remaining indicators may be reported on in the future. (Internal & External Boundary) Biodiversity - Material aspect is relevant within the city. Only one indicator, EN13, has been reported on for the internal operations of the city. The remaining indicators may be reported on in the future. (Internal & External Boundary) Emissions - Material aspect is relevant within the city. All indicators, with the exception of EN18, have been reported on for the internal operations of the city. (Internal & External Boundary) Local Communities - Material aspect is relevant within the city. (External Boundary)
G4-21	For each Material Aspect, report whether the Aspect is material outside the organization and any specific limitations regarding the Aspect Boundary outside the organization.	Full	See G4-20.
G4-22	Restatements of information provided in previous reports, and list the reasons.	n/a	First report, however for all future reports this information will need to be included.
G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries.	n/a	First report, however for all future reports this information will need to be included.
STAKEHOLDER ENGAGEMENT			
G4-24	List of stakeholder groups engaged by the organization.	Full	The city engages with the citizens and employees through a variety of efforts and for different topics. Generally, this stakeholders engagement includes: city staff, residents through Neighborhood Associations, Diversity Advisory Board, Beaverton Arts Commission, Beaverton Committee for Citizen Involvement, Partners for a Sustainable Washington County Community, Neighboring Jurisdictions and Special Districts and Mayor's Youth Advisory Board.
G4-25	Basis for identification and selection of stakeholders with whom to engage.	Full	The city's engagement efforts with stakeholders vary widely depending on the project, department, intended audience, etc. As a general approach for the beginning of a project, a multi-departmental team is created to identify relevant stakeholder groups and discuss engagement options. There are many citizen committees and boards to consider, depending on project needs, such as the Beaverton Committee for Citizen Involvement, citizens with Disabilities Advisory Committee, Human Rights Advisory Committee, Senior Citizens Advisory Committee, etc. One in four Beaverton residents were born outside of the United States, therefore the city realizes that it takes diverse outreach to get people involved and considers inclusive outreach a core sustainability goal. The city strives to make engagement easy, welcoming, and to provide multiple platforms. The city has a program to help create an inclusive approach for outreach in the community - the Beaverton Organizing and Leadership Development program aims to train 20+ immigrant and refugee community members about local government and capacity building. Additionally, the city started a Diversity Advisory Board - tasked with advising the city on culturally specific outreach strategies. The city is utilizing a Mindmixer website platform for the "What's Next, Beaverton" 5-year update to the community visioning process and Comprehensive Plan update. Sustainability is thoughtfully integrated into both the comprehensive plan and visioning update. The city also employs community surveys, texting options, and translated materials; all approaches as an effort to support multiple methods to reach our community.

General Standard Disclosures		Level of Reporting	Cross-Reference/Direct Answer/Explanation
STAKEHOLDER ENGAGEMENT (cont'd)			
G4-26	Organization's approach to stakeholder engagement, including frequency of engagement by type and by stakeholder group, and whether any engagement was undertaken as part of the report preparation.	Full	<p>Actions for Prioritization, p. 12</p> <p>In order to develop the city's first sustainability report, some of the noted engagements efforts were used to develop the report. Over 100 city staff were engaged through meetings and one-to-one conversations about the sustainability topics and action items which were included in the sustainability report. Additionally, the city council was involved in the process through presentations and review of the written sustainability framework used to make decisions. Sustainability Division was involved in facilitating the development of a new decision making process, to include a sustainability framework, for the Capital Improvements Process (CIP).</p> <p>In addition to engaging the internal stakeholders (i.e. city staff), the Sustainability Division also engaged the community about sustainability goals and efforts for the city through a series of sustainability forums that were held in the spring of 2013. A communications strategy was developed with the help of the Neighborhood Division to ensure the appropriate approach was taken to engage a diverse audience to attend these forums. These communication efforts were done through fliers, in-person meetings, emails, newspaper ads, posters at high traffic city locations, city newsletters, and the city's website.</p>
G4-27	Key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns.	Full	<p>During the stakeholder engagement process for the sustainability report, there were several items of concern. Many of these concerns came from the leaders and upper management within the city - a key item of concern what that reporting takes staff hours and resources. To address this issue, the Sustainability Division inventoried each action item listed in the report and confirmed the budget that would be needed to complete this action and whether it required staff time. In addition, it was noted whether this action item was already budgeted in the work plan for the following year, or if additional resources would be required to complete the action. All action items were then prioritized based on both social and environmental impact and cost.</p> <p>Additionally, during the development of the city's sustainability goals, the water goal was an item of concern. The city is its own water provider and therefore generates revenue from this service. The finance and engineering departments were against pressure to maintain this revenue over time and the water reduction goals contradicted this idea. Ultimately, through multiple conversations, it was recognized that water conservation is an important goal and value for the city, therefore, it was added to the sustainability goals.</p>
REPORT PROFILE			
G4-28	Reporting period for information provided.	Full	<p>Sustainability Division Action Plan, Appendix D</p> <p>The sustainability report, Sustainable Beaverton Strategy, is reported on for the FY, however, the data for the sustainability report card is reported on the calendar year. The Sustainability Division reports to city council around mid-June to mid-July - time depends on completing the analysis of the previous year financial information.</p>
G4-29	Date of most recent previous report.	n/a	First report, however for all future reports this information will need to be included.
G4-30	Reporting cycle.	Full	The sustainability report will only be updated approximately every 3 years, however, the data will be updated and reported annually (See G4-28).
G4-31	Contact point for questions regarding the report or its content.	Full	<p>Acknowledgments, back cover of report.</p> <p>Sustainability Division: Cindy Dolezel, Sustainability Manager or Stevie Freeman-Montes, Coordinator. Email: green@beavertonoregon.gov; Phone: 503-526-2545</p>
G4-32	Report type ('core' or 'comprehensive'), GRI content index, reference to the external assurance report (if applicable).	Full	<p>GRI v4 (version 4)</p> <p>In Accordance - Core</p>
G4-33	Report the organization's policy and current practice with regard to seeking external assurance for the report. If external assurance is provided, report on the relationship between the provider and whether the highest body of the organization is involved in seeking assurance for the sustainability report.	n/a	The city has chosen not pursue external assurance for this report. May be considered for future reports, as applicable.

General Standard Disclosures		Level of Reporting	Cross-Reference/Direct Answer/Explanation
GOVERNANCE			
G4-34	Report the governance structure of the organization, including committees of the highest governance body. Identify any committees responsible for decision-making on economic, environmental and social impacts.	Full	<p>The City of Beaverton has a strong Mayoral form of government. The Mayor is the executive and administrative head of the government of the city and presides over the City Council. All powers of the city are vested in the City Council which consists of five councilors. The Mayor and City Councilors are all elected at-large to serve four year terms.</p> <p>The City of Beaverton has many diverse Boards and Commissions to advise the Mayor and City Council. These are appointed positions. Advisory boards serve in an advisory capacity to the Mayor and City Council. The information that members provide to the City Council about the community's needs and interests can have a significant effect on city policies and programs. Most advisory boards do not create or administer policy, programs or services, unless the power is granted to them by City Council. Decision-making boards have been established to render decisions on behalf of the Mayor and City Council. They also advise the Mayor and City Council on policy or legislative issues.</p>
ETHICS AND INTEGRITY			
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	Full	All new employees undergo a new employee orientation where they receive an employee handbook. This handbook contains policies, personal conduct guidelines and city standards that together serve as the organization's norm of behavior. Union represented employees have the SEIU bargaining agreement that also supplements the employee handbook with additional information on standards, benefits and procedures.

GRI Content Index

Specific Standard Disclosures



All cross-references are referring to the Sustainable Beaverton Strategy, October 2012

Key Aspects	Relevant GRI Indicators	Level of Reporting	Cross-Reference/Direct Answer/Explanation	Omissions
ECONOMIC				
	Indirect Economic Impacts			
G4-EC8	Significant indirect economic impacts, including the extent of impacts	None	Identified for future reporting.	This indicator has been omitted due to lack of information at this time. It has been identified as a top priority indicator for future reporting.
FUTURE REPORTING OPTIONS: G4-EC7 - Development and impact of infrastructure investments and services supported. G4-EC8 - Significant indirect economic impacts, including the extent of impacts (Priority Material Aspect).				
ENVIRONMENTAL				
	Materials			
G4-EN1	Total materials used by weight or volume	Fully	SBS Action Plan, Appendix D, Waste Goal 6a and 6b. The city reports on the total waste generated by city operations and services provided. As a service provider with limited resources, the city is not currently reporting on the type of material (i.e. renewable, non-renewable). The city is currently reporting the waste sent to landfill, materials recycled (or diverted from landfill), and construction and demolition debris generated through the city services.	N/A
FUTURE REPORTING OPTIONS: G4-EN2 - Percentage of materials used that are recycled input material. The city is currently working on a purchasing policy. Although purchasing of materials is relatively small for the city, G4-EN2 could be a consideration in this policy for the city. Additionally, the city could focus on using and reporting on recycled material sourced for construction practices, which would have a greater environmental impact.				
	Energy			
G4-EN3	Energy consumption within the organization (Scope 1 & 2)	Fully	SBS Action Plan, Appendix D, Energy Goal 3, 4 and 5. The city reports on the total energy (kWh) consumption for city facilities (buildings), water pumping and street lights within the city limits and reports on the total natural gas (Btu) consumption for city facilities. Additionally, the city reports the percentage of renewable energy (i.e. wind, solar) purchased for or generated from city facilities.	N/A
G4-EN4	Energy consumption outside the organization (Scope 3)	Fully	The city reports on the city-wide energy use annually to the Environmental Protection Agency (EPA) through the Green Power Communities program. The total kWh used and kWh of renewable energy purchased are tracked. Additionally, the city developed an Energy Map in 2013 to understand the city-wide energy usage. http://www.epa.gov/greenpower/partners/partners/cityofbeavertonor.htm	N/A
G4-EN5	Energy Intensity	Partially	The city reports the energy intensity for city facilities (i.e. city owned buildings) through Energy Star Portfolio Manager. Energy Use Intensity (kBtu/ft2): City Hall: 2009- 269.5; 2010-252.5; 2011-246; 238.9; 2013-218.1 Library: 2008-193.8; 2009-194.8; 2010-189; 2011-198.1; 2012-193.1; 2013-164 Public Works: 2009-172.3; 2010-147.7; 154.3; 2012-142.5; 2013-132.8 Community Center: 2009- 152.9; 2010-145; 2011-150.2; 2012-147.9; 150.9 Resource Center: 2009- 110.9; 2010-100.3; 2011-98.7; 2012-97.5; 2013-99.8 The Round: Not available (<i>currently the data is not up-to-date</i>)	This indicator has only been partially disclosed due to complexities at the South Office Building (The Round). The information provided for The Round only includes energy and gas usage for the first floor, the Central Plant. Electricity usage will be updated when information is available (there will be no additional gas usage). This has been identified as an indicator to be expanded in future reporting.
G4-EN6	Reduction of energy consumption, due to conservation measures	Fully	SBS Action Plan, Appendix D, Energy Goal 3, 4 and 5. The city reports on the electricity (kWh) reduction for city facilities, water pumping and street lights and the natural gas (Btu) reduction for city facilities.	N/A
FUTURE REPORTING OPTIONS: G4-EN5 - Energy Intensity (for city facilities). Energy is an important goal for the city. Currently, the city is tracking energy consumption and energy intensity for city facilities, with exception of The Round -- it is recommended this building is added to the tracking for future reporting.				

Key Aspects	Relevant GRI Indicators	Level of Reporting	Cross-Reference/Direct Answer/Explanation	Omissions
ENVIRONMENTAL (cont'd)				
	Water			
G4-EN8	Total water withdrawal by source	Fully	SBS Action Plan, Appendix D, Water Goal 7a and 7b. The city reports on the total water consumption from city operations and services. Additionally, the city tracks and reports on the total water loss, due to significant losses throughout distribution.	N/A
FUTURE REPORTING OPTIONS: G4-EN9 - Water sources significantly affected by withdrawal of water. The city is the water provider for their own operations and the community. A significant portion of this supply is drawn from underground aquifers, therefore, reporting on the impact of water withdrawn from these aquifer could provide significant risk mitigation in the future. G4-EN10 - Percentage and total volume of water recycled and reused. Although the volume of water recycled and/or reused may be relatively small, the city values water conservation. This indicator could serve as an educational tool for encouraging water conservation and reuse throughout the community.				
	Biodiversity			
G4-EN13	Habitats protected or restored	Partially	SBS Action Plan, Appendix D, Urban nature Goal 9. The city has developed a goal to support the implementation of ten programs to protect and/or enhance urban nature, which is measured by the number of street trees, native plants, acres of preservation, tree canopy, and incentive programs available.	This indicator has only been partially disclosed due to lack of information at this time. It has been identified as an indicator to be expanded in future reporting.
FUTURE REPORTING OPTIONS: G4-EN13 - Habitats protected or restored. The city values biodiversity and habitat restoration. Currently, the city is working on an internal plan to reduce the use of pesticides, herbicides and fertilizers. Additionally, the city could continue to support efforts city-wide to plant native, adaptive species.				
	Emissions			
G4-EN15	Direct Greenhouse Gas Emissions (Scope 1)	Fully	SBS Action Plan, Appendix D, Greenhouse Gas (GHG) Emissions Goal 1 and 2. The city reports on the GHG emissions reduction for city operations, Scope 1 and 2, per employee. Additionally, the city has completed a GHG Inventory for the city's 2008 and 2009 operations. The city is currently compiling information for 2010 through 2013.	N/A
G4-EN16	Energy Indirect Greenhouse Gas Emissions (Scope 2)	Fully	SBS Action Plan, Appendix D, Greenhouse Gas (GHG) Emissions Goal 1 and 2. The city reports on the GHG emissions reduction for city operations, Scope 1 and 2, per employee. Additionally, the city has completed a GHG Inventory for the city's 2008 and 2009 operations. The city is currently compiling information for 2010 through 2013.	N/A
G4-EN17	Other Indirect Greenhouse Gas Emissions (Scope 3)	Fully	SBS Action Plan, Appendix D, Greenhouse Gas (GHG) Emissions Goal 1 and 2. The city reports on the GHG emissions reduction for city operations, Scope 3, per employee. Additionally, the city has completed a GHG Inventory for the city's 2008 and 2009 operations. The city is currently compiling information for 2010 through 2013. This information will include: Business Travel, Solid Waste, Commuting, Supply Chain, and emissions from water purchases from the Joint Water Commission. GHG Inventory Report: http://www.beavertonoregon.gov/DocumentCenter/Home/View/2097	N/A
G4-EN19	Reduction of Greenhouse Gas Emissions	Fully	SBS Action Plan, Appendix D, Greenhouse Gas (GHG) Emissions Goal 1 and 2. The city has established goals to reduce GHG emissions by 20% and 75% from the 2008 levels by 2020 and 2050, respectively. Information on the reduction in GHG emissions is reported out annually in the Sustainability Report Card. Additional information can be found in the GHG Inventory Report: http://www.beavertonoregon.gov/DocumentCenter/Home/View/2097	N/A
G4-EN20	Emissions of Ozone Depleting Substances	Fully	The city reports on the emissions of ozone depleting substances through the greenhouse gas inventories, which follow the Local Government Operations Protocol, which provides the highest consensus guidelines for minimum reporting scope and was developed jointly by the Climate Registry (TCR), the California Air Resources Board (CARB), the California Climate Action Registry (CCAR) now the Climate Action Reserve, and ICLEI Local Governments for Sustainability. The LGO Protocol follows the same format as The Climate Registry's General Reporting Protocol (GRP). It tracks and reports on the six greenhouse gases covered by the Kyoto Protocol: CO ₂ ; CH ₄ ; N ₂ O; HFCs; PFCs; and SF ₆ -- all reported as Metric Tons of CO ₂ equivalents. The city has completed the 2008 and 2009 GHG inventories, and currently working to complete the 2010 through	N/A
G4-EN21	NO _x , SO _x and Other Significant Air Emissions	Fully	The city reports on NO _x air emissions, as the other emissions are deemed insignificant due to size and type of operations of a city entity. GHG Inventory Report: http://www.beavertonoregon.gov/DocumentCenter/Home/View/2097	N/A
FUTURE REPORTING OPTIONS: G4-EN18 - Greenhouse gas emissions intensity. The city is currently compiling information for 2010 - 2013, which will be reported as MT CO ₂ e/FTE. It is recommended that this information is included in the next updated report.				

Key Aspects	Relevant GRI Indicators	Level of Reporting	Cross-Reference/Direct Answer/Explanation	Omissions
SOCIAL The city is interested in additional metrics for reporting on the social aspect of sustainability. Through the materiality analysis, the following social indicators were highlighted as important or relevant to the city and external stakeholders. Some of these indicators may be included in future reports.				
	LABOR PRACTICES AND DECENT WORK FUTURE REPORTING OPTIONS: G4-LA9, G4-LA10, G4-LA11 - Training and education. The indicators for this aspect includes reporting on the hours of training per year per employee, programs for skills management and lifelong learning that support the continued employability of employees, and percentage of employees receiving regular performance and career development reviews. G4-LA12 - Diversity and equal opportunity. The indicator for this aspect includes reporting on the composition of governance bodies and breakdown of employees per type, i.e. gender, age, minority, etc. G4-LA13 - Equal remuneration for women and men. The indicator for this aspect includes reporting on the ratio of basic salary and remuneration of both men and women by employee category. G4-LA16 Labor practices and grievance mechanisms. The indicator for this aspect includes reporting the labor practices filed, addressed, and resolved through a formal grievance process.			
	HUMAN RIGHTS FUTURE REPORTING OPTIONS: G4-HR3 - Non-discrimination. The indicator for this aspect includes reporting on the total number of incidents of discrimination and corrective actions taken.			
	SOCIETY			
	Local Communities			
G4-SO1	Percentage of operations with implemented local community engagement, impact assessment, and development programs.	None	Identified for future reporting.	This indicator has been omitted due to lack of information at this time. It has been identified as a top priority indicator for future reporting.
	FUTURE REPORTING OPTIONS: G4-SO1 - Local communities (Priority Material Aspect). The indicator for this aspect is to determine the percentage of operations with implemented local community engagement, impact assessment, and development programs. G4-SO2 - Local communities. The indicator for this aspect is to determine the operations with significant actual or potential negative impacts on local communities.			
	PRODUCT RESPONSIBILITY FUTURE REPORTING OPTIONS: G4-PR8 - Customer Privacy. The indicator for this aspect is to report the total number of substantiated complaints regarding breaches of customer privacy and losses of customer data.			